



IN THE BUSINESS OF YOUR SUCCESSSM

2012 Fast Wage and Tax Facts

Published 3/1/2012. For the most current information and additional states, visit us at: [Fast Wage and Tax Facts on adp.com](http://www.adp.com)

FEDERAL

Agency Websites

- Internal Revenue Service: www.irs.gov
- Social Security Administration: www.ssa.gov
- U.S. Dept. of Labor: www.dol.gov

| | Effective 7/24/08 | Effective 7/24/09 |
|---|-------------------|-------------------|
| Minimum Wage | \$6.55 | \$7.25 |
| Minimum Cash Wage (Tipped Employee) | \$2.13 | \$2.13 |
| Maximum Tip Credit | \$4.42 | \$5.12 |
| Youth Sub-Minimum Wage | \$4.25 | \$4.25 |

FICA (SOCIAL SECURITY)

| | |
|---|-----------|
| Maximum Taxable Earnings (Increased from \$106,800 in 2011) | \$110,100 |
| ER Tax Rate (Unchanged from 2011) | 6.2% |
| EE Tax Rates | |
| Eff. 01/01/12 – 12/31/12 | 4.2% |
| Eff. 01/01/13 (Tax Rate was 4.2% in 2011) | 6.2% |
| Self-Employment Tax Rates | |
| Eff. 01/01/12 – 12/31/12 | 10.4% |
| Eff. 01/01/13 (Tax rate was 10.4% in 2011) | 12.4% |

FICA (MEDICARE)

| | |
|---------------------------------|----------|
| Maximum Taxable Earnings | No Limit |
| EE / ER Tax Rate | 1.45% |
| Maximum Tax | No Limit |
| Self-Employment Tax | 2.9% |

FUTA (EMPLOYER-PAID)

| | |
|---------------------------------|---------|
| Maximum Taxable Earnings | \$7,000 |
| Percent of Taxable Wages | 6.0% |
| Maximum Credit | 5.4% |
| Normal Net Tax | 0.6% |

SUPPLEMENTAL WAGE/BONUS RATES

| | |
|-------------------------------------|-----|
| Flat rate withholding method | 25% |
| Pay over \$1 Million | 35% |

MONTANA

Agency Websites

- Dept. of Revenue: www.mt.gov/revenue
- Dept. of Labor: <http://erd.dli.mt.gov>

| Annual Sales exceed \$110,000 | Effective 7/24/09 | Effective 1/1/11 | Effective 1/1/12 |
|---|-------------------|------------------|------------------|
| Minimum Wage | \$7.25 | \$7.35 | \$7.65 |
| Minimum Cash Wage (Tipped Employee) | \$7.25 | \$7.35 | \$7.65 |
| Maximum Tip Credit | None | None | None |

| Annual Sales are \$110,000 or less | Effective 7/24/09 | Effective 1/1/11 | Effective 1/1/12 |
|---|-------------------|------------------|------------------|
| Minimum Wage | \$4.00 | \$4.00 | \$4.00 |
| Minimum Cash Wage (Tipped Employee) | \$4.00 | \$4.00 | \$4.00 |
| Maximum Tip Credit | None | None | None |

STATE INCOME TAX

| | |
|-------------------------------------|-------|
| Wage Withholding | Table |
| Supplemental Wage/Bonus Rate | 6% |

UNEMPLOYMENT INSURANCE

| | |
|--|--------------|
| Maximum 2012 Taxable Earnings (Increased from \$26,300 in 2011) | \$27,000 |
| Employee Deduction | None |
| Employer 2012 Tax Rates (Plus 0.18% administrative fund tax) | 0.82 - 6.12% |
| Standard 2012 New Employer Rate (Plus 0.18% administrative fund tax) | 1.7 - 4.1% |
| Voluntary Contribution Permitted | No |

DISABILITY INSURANCE

| | |
|---------------------------|------|
| Employee Deduction | None |
|---------------------------|------|

FAST WAGE AND TAX FACTS is distributed with the understanding that the publisher is not rendering legal, accounting, tax or other professional services. If legal advice or other assistance is required, an attorney or accountant should be consulted. Minimum wage rates may vary by industry and may be superseded by Federal. Contact the proper agency to verify.

Ask ADP . . . the leading provider of integrated business services:

| | |
|-------------------------------|------------------------------------|
| PAYROLL SERVICES | PROFESSIONAL EMPLOYER ORGANIZATION |
| H.R. SOLUTIONS | TIME & LABOR MANAGEMENT |
| TAX & COMPLIANCE MANAGEMENT | SMALL BUSINESS SERVICES |
| BENEFIT & RETIREMENT SERVICES | |